



The City Of

Scottsdale, Arizona

Is Seeking An Experienced

Professional To Serve As Our

Information Technology Director



THE COMMUNITY

Scottsdale, Arizona, is renowned as one of the most livable cities in the country and widely recognized as an outstanding community in which to live, work and raise a family. It is also a community of remarkable contrasts. Famous as a resort destination, nestled in the splendor of the Sonoran Desert, it is also a working city that draws employees from around the Phoenix metro area and is home to several progressive corporations and businesses. It combines a casual Southwestern style with a sophisticated arts community.

Scottsdale remained a small town from its founding in 1888 until it was incorporated as a city in 1951. Like much of the Phoenix metropolitan area, it has seen periods of intense growth during the post-World War II years. In the 1990's, Scottsdale embarked on an ambitious program to set aside a third of the City – nearly 60 of the City's 184.5 square miles, as untouched desert open space.

Growth and preservation have brought the City to a historic transition point: available land for the type of large-scale, planned community development that has characterized development since the 1970's is nearly gone. Growth is slowing, and attention is now shifting to high quality infill and revitalization projects that are compatible with adjacent neighborhoods and the City Council's paramount consideration for "quality of life" for residents and visitors.

The City's ability to manage its growth, build a sustainable economy, maintain its mature areas, and fund desert preservation stems from a tradition of citizen involvement and long-range planning in City government and the community. Scottsdale's "visioning" programs date from the early 1960's and produced Arizona's first general plan.

Scottsdale's integrated strengths in quality of life, community involvement, economic development, and overall citizen satisfaction are just some of the reasons that the City is regularly cited in surveys as an outstanding place to live, raise a family, conduct business and visit on business or pleasure.

CITY GOVERNMENT

Scottsdale City government is a full-service charter municipality that operates under the Council/City Manager form of government. The Mayor and six Council members comprise the elected leadership, and are responsible for appointing six Charter Officers: the City Attorney, City Auditor, City Clerk, City Judge, City Manager and City Treasurer. The City Council also appoints citizen volunteers to participate on over two dozen advisory boards and commissions.

The City Council has established its mission to reflect the priorities of the City Council, shape the budget and guide strategic planning and performance in all departments.

The City of Scottsdale is a "values-driven organization," with over 2,200 employees who take pride in delivering high quality public services. Consistent with the City Council's mission and goals, City employees have established the

following employee values to characterize the "Scottsdale way of doing things:"

- Plan and Innovate for the Future
- Listen, Communicate, Take Action
- Respect the Individual
- Collaborate as a Team
- Learn and Grow Continuously
- Focus on Quality Customer Service
- Be Accountable and Act with Integrity
- Show Caring and Compassion for Others

The City of Scottsdale is widely recognized as an outstanding organization, with a rich tradition of innovation and excellence in public services. Citizen satisfaction with City services has ranged from 94% to 98% in annual random surveys conducted the past five years.

INFORMATION SYSTEMS DEPARTMENT

As a vital part of the organization, the Information Systems Department provides the City with local and wide area network computer system management and operations. This includes application systems analysis, design, programming, and support; data communications; end-user PC integration and

CITY MISSION

It is the mission of the City of Scottsdale to build citizen trust by fostering/practicing open, accountable, and responsive government; to provide quality services; to provide long-term prosperity; to preserve Scottsdale's unique southwestern character; to plan and manage growth in harmony with its desert surroundings; and to promote livability by enhancing and protecting its neighborhoods. Quality of life for residents and visitors shall be the paramount consideration.

support; and citywide telephone communication operation and analysis. The Department's current resources include a staff of 80 employees and an operating budget of just over \$8 million.

The City's computer network includes approximately 2300 users with about 2500 PCs, laptops and ruggedized laptops. The City's PC workstations are on a 5-year replacement cycle and currently speeds range from 866 MHz to 2.6 GHz. The City has an internal help desk to address customer needs related to PC hardware and software issues.

The City's computer network is primarily based on Microsoft Windows 2000 & 2003 and a small number of UNIX based systems running HP UX, Sun Solaris and Linux Redhat. The network provides file storage and sharing, printing services, a wide variety of departmental client server applications, e-mail using Microsoft Exchange, Antivirus using Trend Micros NeatSuite, Intranet and Internet services using IIS. The City network provides connectivity for the Windows workstations, and over 110 MS Windows servers using 100baseT, Ethernet switches, and a Gigabit fiber backbone. The City's TDM/WAN provides voice and data service to over 40 remote locations using multiple DS3 circuits terminating as T1 connections at remote sites. At Community Centers and larger sites, a T1 circuit is dedicated for data. At smaller sites, a single T1 line is used for data and VOIP. This T1 network is used to provide access to citywide applications. In addition, individual PC's using RAS (Remote Access Services) or VPN (Virtual Private Network) allow employees working from home and other remote locations to connect to the City's network.

The City of Scottsdale employs a Legato Networker based data backup solution consistent with its standards for data backup, which may include, but not limited to, a local Super DLT Tape System, the City's enterprise Super DLT Tape System, or a Fiber Channel based data snapshot solution. The City's server disk storage is based on DAS (Direct Attached Storage) local RAID5 disk arrays, SAN (Storage Area Network), and/or NAS (Network Attached Storage).

The City's Chief Information Officer (CIO), who is appointed by the City Manager, leads the Department. The Information Technology Director will be one of seven direct reports to the CIO. Other direct reports include the Applications and GIS Director, Communications Director, Departmental Finance Advisor, Fire Technology Manager, Network Security Officer and Police Technology Director.

INFORMATION TECHNOLOGY DIRECTOR

Reporting to the Chief Information Officer, the Information Technology Director leads 24 staff in server administration, project management and integration, internet/intranet services, and help desk, shop, and field operations. Responsibilities include implementation and ongoing enterprise support of City desktop and server infrastructure.

Other duties include:

- Future planning, upgrades, replacement and troubleshooting.
- Enterprise support of desktop system software, e-mail systems, anti-virus, security-related tools, and other hardware and software technology.
- Assisting with the preparation of short and long range strategic plans involving technological solutions on an enterprise and department level.
- Establishing priorities for the development and purchase of systems and applications.
- Recommending computer hardware/software to fulfill enterprise and departmental needs.
- Reviewing proposals and overseeing procurement of IT-related projects to ensure technical requirements and enterprise standards are met.
- Coordinating and leading large scale City-wide rollout projects.
- Monitoring time and dollar expenditures to ensure that projects meet the established goals and budgets.
- Preparing, analyzing, reviewing RFP's and negotiating contracts with hardware, software and system service vendors.
- Consulting with the CIO, Information Systems Daily Operations Team and other key staff about IT management priorities, issues, and opportunities.
- Communicating effectively throughout all levels of the organization, both in oral and written form.

Please visit our website at www.scottsdaleaz.gov for more information on the City of Scottsdale.

IDEAL CANDIDATE

The ideal candidate will be a talented Information Systems manager with exceptional customer service orientation and a successful background in managing large-scale client server computing



environments servicing 1000 or more end users. The successful candidate will have extensive recent experience and training addressing technology needs of a comparably sized organization and will also have excellent project management, strategic planning, interpersonal and communication skills and the ability to apply technology solutions to address a broad range of business needs. Public agency experience is desirable.

Personality/Management Style

- Strong values that foster a positive and cohesive working environment.
- Friendly, outgoing, approachable.
- Ability to develop a strong, results-oriented team.
- Demonstrated respect, accountability and integrity as well as caring and compassion for others.
- Committed to a collaborative working style with staff and assisting them to reach their potential.
- Openly seeks ideas and comments from others, including employees, and is decisive once input is obtained and considered.
- Gives credit to others; praises, compliments.
- Active listening and communication skills with an objective approach to new ideas.
- Committed to developing an effective working relationship with other City management staff and City leaders.

EXPERIENCE & EDUCATION

We are seeking a candidate with demonstrated growth through promotions and progressive responsibility in the areas of system and network design, operations, customer support, and implementation of large-scale technology projects. A minimum of seven years experience in the area of information technology and five years managing and directing professional and technical personnel is required. A Bachelor's degree in Computer Science, Computer Information Systems or a related field is highly desirable.



COMPENSATION AND BENEFITS

The annual salary range for the position is \$74,276 - \$100,214 depending on the qualifications of the appointee. The City also provides an attractive core benefits package including:

- 15 days of vacation annually
- 9 holidays plus 1 floating holiday annually
- 12 days of medical leave annually
- City paid Basic Life Insurance
- Health Insurance
- Dental Care
- Long Term Disability
- Voluntary ICMA Deferred Compensation
- Retirement (Arizona State Retirement System)

APPLICATION AND SELECTION PROCESS

To apply, please submit a cover letter with current salary, resume, and the names of three work-related references **by Friday, September 17, 2004** to:



Kris Kristensen
CPS Executive Search
241 Lathrop Way
Sacramento, CA 95815
(916) 263-1401, Fax (916) 561-7205
Email: resumes@cps.ca.gov
Website: www.cps.ca.gov/search

Following the filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultants. Candidates deemed qualified will be reported to the City. Finalists will be required to complete and submit a City application form. The City's interview process will then be scheduled in mid/late-October for selected candidates.

The City of Scottsdale is an Equal Opportunity Employer and values diversity at all levels of its workforce!